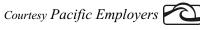
## Legal Compliance Requirements by Employer Size Federal & State Statutes Number of Employees 1 2 5 15 20 25 **50 75** 100 Federal/State Wage and Hour Laws - Posters - New Employee Reports • • Paid Family Leave (For employers with State Disability Insurance) **♦ ♦ ♦ ♦ ♦ ♦** State Harassment Laws Workers' Compensation **♦ Unemployment Compensation ♦** "Kin Care" Sick Leave Law **♦ ♦ ♦ ♦** No Smoking In Workplace **♦** Transportation Testing Act (OTETA) **♦ Independent Contractor Laws** • **♦ ♦ \ ♦** Child Labor Laws • • **♦ \** • Labor-Management Relations Laws • **♦ ♦ ♦** Privacy Laws Occupational Health and Safety Laws & Ergonomics Rules (Cal/OSHA) Federal Immigration Laws (IRCA)\* • **♦ ♦ ♦ ♦** State Disability Insurance (SDI) **♦ ♦ ♦ ♦ ♦** Cal/COBRA (health insurance continuation) California Anti-Discrimination Laws California Pregnancy Disability Leave (PDL) **♦ ♦ ♦ ♦** Federal Anti-Discrimination Laws (Title VII, ADEA & ADA) **♦ ♦ ♦ ♦** California Organ (30 days) & Bone Marrow Donor Leave (5 days) **♦** COBRA (health insurance continuation) • • • • Illiteracy Accomodation • Federal and State Drug Free Workplace Act **♦ ♦** Drug Rehabilitation Leave **♦ ♦ ♦** Domestic Violence Leave Health Maintenance Organization Act (HMO Act of 1973) **♦** Family School Partnership Act **♦** Sexual Harassment Prevention Training for Supervisors (SHPT) **♦** Federal and State Family Leave Acts (FMLA & CFLA) Volunteer Firefighter Training • Affirmative Action Programs (government contractors & subs)

Equal Employment Opportunity Reporting (EEO1)

State WARN Act (notify employees in large layoff situations)
Federal WARN Act (notify employees in large layoff situations)



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<sup>\* (</sup>Anti-Discrimination of Foreign Workers at 4 employees) LAWSIZE.WPO April 3, 2013